



Republic of the Philippines
Department of Education
 REGION XI
SCHOOLS DIVISION OF DAVAO DE ORO

2024-08-14-0612



Office of the Schools Division
 Superintendent

August 12, 2024

DIVISION MEMORANDUM
 OSDS-2024- 628

**NEW SCHEDULE OF THE PRESENTATION OF OFFICE PERFORMANCE
 COMMITMENT AND REVIEW FORM (OPCRF) SY 2023 – 2024 OF SCHOOL
 HEADS**

To: Assistant Schools Division Superintendent
 All members of the Performance Management Team
 All School Heads
 This Division

1. In reference to DepEd Memorandum DM-OSEC-2024-01, which provides guidance on the implementation of the DepEd Results-Based Performance Management System (RPMS) in line with Executive Order No. 61 s. 2024, this Office hereby informs all concerned that the scheduled presentation of the Office Performance Commitment and Review Form (OPCRF) for SY 2023-2024, as outlined in DepEd Division Memorandum No. 545 s. 2024, has been rescheduled.
2. The new deadline for the submission and presentation of the OPCRf will be September 17, 2024, and onwards. This extension aims to provide adequate time for comprehensive review and preparation.
3. For those who are prepared and wish to adhere to the original schedule, you may still proceed with your presentation. Kindly coordinate with Dennis C. Alcano, SEPS – HRDS at the School Governance and Operations Division to arrange your presentation slot.
4. Immediate and strict compliance of this Memorandum is desired.

CRISTY C. EPE CESO V
 Schools Division Superintendent

As stated
 Reference:
 FN: DCA_HRD_OPCRf SY 2023-2024 submission extended



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Doc. Ref. Code	PAWIM-F-019	Rev	00
Effectivity	09.12.22	Page	1 of 1




Republic of the Philippines
Department of Education
OFFICE OF THE SECRETARY

MEMORANDUM

DM-OSEC-2024- 01

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

ATTENTION : Performance Management Teams in All Governance Levels

FROM :  **SONNY M. ANGARA**
Secretary

SUBJECT : **GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)**

DATE : 22 July 2024



1. With reference to the Executive Order (EO) No. 61, s. 2024 titled, '*Suspending the Implementation of Administrative Order No. 25 (s. 2011) and Executive Order No. 80 (s. 2012), As Amended*' dated 3 June 2024, this is to announce the **suspension of the implementation of the Results-Based Performance Management System (RPMS) for all DepEd school-based personnel for the upcoming SY 2024-2025**. All activities related to RPMS at the school level, including performance planning and commitment, monitoring, assessment, and evaluation of the school and individual personnel (i.e., school heads, teachers, and non-teaching personnel at the school level), shall be suspended until further notice.
2. While the Department understands the importance of performance management in achieving educational goals, it also recognizes the need for all its schools and school personnel, particularly teachers, to focus on the preparations for the opening of classes for SY 2024-2025. Furthermore, aligned with the objectives of EO No. 61, this suspension aims to review and study the implementation of RPMS at the school level with the goal of streamlining, improving, and simplifying processes and requirements, supporting the direction of the Department to reduce the tasks of teachers by rationalizing their workload.

However, it should be emphasized that the **results of the performance evaluation RPMS Office Performance Commitment and Rating Form (OPCRF)**

and **Individual Performance Commitment and Review Form (IPCRF)** ratings remain as requirements for particular human resource (HR) actions and personnel benefits, both monetary and non-monetary performance-related incentives, such as step increments, mid-year and year-end bonuses, promotion, awards and recognition, educational support, training opportunities, and other related official travels.

- Hence, the **submission of OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall still be required.** This is to avoid possible grounds for disqualification of school-based personnel from monetary and non-monetary performance-related incentives.
- In view of the foregoing and to provide DepEd schools and school-based personnel ample time to perform RPMS-related activities, an adjusted and revised RPMS Timeline for SY 2023-2024 shall be provided as follows:

	SY 2023-2024 RPMS Cycle Phase	Task/ Activity	RPMS Tool/Form	Person/s Involved	Extended Schedule
School-based Personnel <i>(school heads, teachers, and non-teaching personnel in schools)</i>	PHASE III Performance Review and Evaluation	Review and assessment of individual performance	IPCRF for SY 2023-2024 <i>(For teachers, use eIPCRF tool; download at http://bit.ly/eIPCRFSY20232024)</i>	Ratees <i>(teachers, non-teaching personnel)</i> , Raters, Approving Authorities	Until September 15, 2024
		Review and assessment of school performance	OPCRF	Ratees <i>(school head)</i> , Raters, Approving Authorities	Until September 15, 2024
	PHASE IV Performance Rewarding and Development Planning	Finalization of Development Plans	IPCRF IDP OPCRF- Development Plan	Ratees <i>(teachers, non-teaching personnel)</i> Ratees <i>(school heads)</i>	Until September 15, 2024
		Submission IPCRF and Uploading of Teachers' eIPCRF thru eIPCRF System	Accomplished IPCRF for SY 2023-2024 eIPCRF Consolidation System <i>(for teachers, submit through eIPCRF online submission; access at http://eipcrf.deped.gov.ph)</i>	Ratees and Raters	Until September 30, 2024
		Submission of OPCRf to SDO	Accomplished OPCRf	Ratees <i>(school heads)</i>	Until September 30, 2024

- Finally, the implementation of FY 2024 RPMS for non-school based personnel in the DepEd Central Office (CO), Regional Offices (RO), and Schools Division Offices (SDO) shall continue to be in force. The existing guidelines and issuances governing the accomplishment of OPCRf and IPCRF of non-school based personnel shall remain in effect.

6. This Memorandum is issued to clarify the implementation of EO No. 61 relative to the implementation of DepEd RPMS. This is to ensure continuous improvement of the DepEd performance management system while remaining consistent with the response of the Civil Service Commission (CSC) to DepEd's inquiry on the same, through CSC letter dated 27 June 2024, by which it clarifies that:

“[...] The provisions of AO No. 25 and EO No. 61 about RBPMS is a performance management system that focuses on the performance of government agencies. The CSC's SPMS and CESB's CESPES are aligned to the RBPMS for purposes of ensuring seamless implementation of the performance management of agencies vis-à-vis their mandates and strategic objectives/goals.

*The **SPMS should be distinguished from the RBPMS** as the former is a performance management system that focuses on individual's performance and its alignment with the agency's organizational vision, mission, and goals, while the latter is focused on performance management of government agencies.*

*Accordingly, the suspension of the RBPMS and PBI System and other relevant issuances related thereto pursuant to EO No. 61, s. 2024, **is deemed not to affect the implementation of the SPMS as required by law (EO No. 292).***

***Agencies are advised to continue with the implementation of their existing CSC-approved agency SPMS** to monitor and evaluate the employees' work performance that aligned to their agencies' mandates, functions, and commitments.”*

7. Further guidance and updates regarding DepEd RPMS will be provided as necessary.
8. For more information, please contact the **Bureau of Human Resource and Organizational Development (BHROD-HRDD)**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at bhrod.hrdd@deped.gov.ph or at telephone number (02) 8470-6630.
9. For immediate dissemination and strict compliance.



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DE ORO



Office of the Schools Division
Superintendent

July 11, 2024

Division Memorandum

No. 545, s. 2024

**PRESENTATION OF SY 2023-2024 OFFICE PERFORMANCE
COMMITMENT AND RATING FORM (OPCRF) OF SCHOOL HEADS**

To: All Public Schools District Supervisors
All District Coordinating Principals
All School Heads
All Others Concerned

1. Please be informed of the attached schedule of presentation of the 2023-2024 Office Performance Commitment and Rating Form (OPCRF) of School Heads at the Office of Assistant Schools Division Superintendent.
2. The submission of soft copies of MOVs is extended up to July 30, 2024 through a shared drive (Attn: Dennis Alcano) and the hard copies of OPCRf will be submitted at the Office of Assistant Schools Division Superintendent.
3. All presenters shall submit a soft copy of their presentation via email milagros.revilleza@deped.gov.ph. Further, each presenter will be given a maximum of ten (10) minutes for the presentation.
4. Attached is the list and schedule of participants in the activity.
5. Travel and other allowable expenses incurred of the attendees shall be chargeable against the School MOOE/Local Funds, subject to the usual accounting and auditing rules and regulations.
6. Immediate and wide dissemination of this memorandum is desired.

By authority of the
Schools Division Superintendent:

EMMA A. CAMPOREDONDO, CESO VI
Assistant Division Superintendent
Officer-In-Charge

Encl.: As stated

Reference:

FN: OASDS- mHeg R_Presentation of OPCRf



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